

DUNDEE CITY COUNCIL

REPORT TO: Personnel and Management Services Committee - 10 March 2003

REPORT ON: Social Work Department - Dundee Community Mental Health Teams - Changes to Establishment

REPORT BY: Director of Social Work and Director of Personnel and Management Services

REPORT NO.: 199-2003

1 PURPOSE OF THE REPORT

- 1.1 To seek Committee approval for the establishment of posts within the Community Mental Health Teams.

2 RECOMMENDATIONS

It is recommended that the Committee approves the establishment of:-

- 2.1 2 posts of Care Manager, graded AP4/5 + 1 (£18,878 - £23,930);
- 2.2 2 posts of Social Work Assistant, graded GS3/AP1 (£13,124 - £14,618).

3 FINANCIAL IMPLICATIONS

- 3.1 The costs of these posts will be £95,000 in 2003/04. This cost will be met in full by resource transfer from Tayside NHS Board.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The proposals will ensure that people with mental health problems in Dundee receive a local social work service.

5 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 The proposals will enhance joint working and provide a more equitable service for people with mental health problems.

6 MAIN TEXT

- 6.1 There are currently four Community Mental Health Teams to service the City of Dundee. There are approximately 12-14 staff in each team. The current complement of each team is comprised of consultant psychiatrists, community psychiatric nurses, an occupational therapist and dedicated psychology time. In addition there are 1.5 Care Managers and 0.5 Social Work Assistants per team.

- 6.2 There is also a requirement for Care Managers in the Community Mental Health Teams to train as Mental Health Officers.
- 6.3 There is an increasing workload for the Care Managers and Social Work Assistants. The proposed resettlement of approximately 20 patients from Liff Hospital into the community will have an impact on the work of social work staff who will be responsible for assessment, monitoring and reviewing and co-ordinating the care arrangements. There will also be an increase in appointeeships, which affects the work of the Social Work Assistant.
- 6.4 The new legislation, (Adults with Incapacity (Scotland) Act 2000 and the Mental Health Bill, which is expected to become law in 2004), will substantially expand the work of Care Managers and Mental Health Officers. The Mental Welfare Commission Reports show there is a steady increase in detentions under the Mental Health (Scotland) Act 1984. It is important therefore to increase the Mental Health Officer service in order to fulfil the local authority's statutory duties.
- 6.5 The review of the Community Mental Health Teams undertaken by the Scottish Development Centre in 2002 highlights the need to increase the social work complement to the teams. The Scottish Health Advisory Service report 2002 also recommends that the staff skill mix of the teams should be examined in relation to social work staff.
- 6.6 Increasing the staff complement to two Care Managers and one Social Work Assistant in each of the Community Mental Health Teams will ensure more effective joint working, reduce waiting lists and ultimately augment the Mental Health Officer service. This is important in order to meet the increasing demand placed on mental health services. It will also assist in the recruitment and retention of Care Managers and ensure continuity of staff.

7 **CONSULTATION**

- 7.1 The Chief Executive, Director of Finance, the relevant trade unions, and the Mental Health Strategic Planning Group and the Joint Social Work and Health Management Group have been consulted in the preparation of this report.

8 **BACKGROUND PAPERS**

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing the above report.

A. Baird
Director of Social Work

24 February 2003

J.C. Petrie
Director of Personnel and Management Services

24 February 2003